

Dept. of DOC-ICIW (249) Facts – FY '12

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General Information

Address: 300 Elm Avenue, SW
PO Box 1338
Mitchellville, IA 50169

Workforce Data

(unless otherwise noted, information provided is at the end of FY '12)

# FT EEs: 168	# PT EEs: 0	# Temporary EEs: 5	Average Length of Service: 9.69
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Span of Control: 11.93	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	3	45-54	60	<25	0	45-54	9	# of Females:	92	# of Males:	76
25-34	31	55-64	30	25-34	1	55-64	2	% of WF:	54.76%	% of WF:	45.24%
35-44	41	65+	3	35-44	2	65+	0	Average Age:	43.81	Average Age:	46.67
Employee Average Age: 45.10				Supervisor Average Age: 48.54				Average Length of Service: 8.68		Average Length of Service: 10.92	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	15	# of Non-minorities:	152	# African-American:	8	# of "did not respond":	1
% of Workforce:	8.93%	% of Workforce:	90.48%	# Asian/Pacific Island:	1	% of Workforce:	0.60%
Average Age:	41.06	Average Age:	45.39	# Am. Indian/Alaskan:	1	Average Age:	62.67
Average Length of Service:	8.64	Average Length of Service:	9.77	# Hispanic or Latino:	5	Average Length of Service:	14.34

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	5	# of Persons With No Disabilities:	150	# of "did not respond":	13
% of Workforce:	2.98%	% of Workforce:	89.29%	% of Workforce:	7.74%
Average Age:	49.81	Average Age:	44.64	Average Age:	48.62
Average Length of Service:	13.48	Average Length of Service:	9.13	Average Length of Service:	14.75

Officials/Administrators EEO Category 1: 9	Professionals EEO Category 2: 36	Technicians EEO Category 3: 3	Protective Service: Sworn EEO Category 4: 104
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 4	Skilled Craft EEO Category 7: 8	Service/Maintenance EEO Category 8: 4

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 2	Transfer In: N/A
Retirements: 4	All Terminations: 3	Voluntary Quits: 3	Transfer Out: N/A

# of Classes Used: 34	Most Populous Classes: Correctional Officer (96), Correctional Counselor (14), Registered Nurse (9)		
Separations - By Class:	Correctional Officer (6), Registered Nurse (2), Correctional Food Serv Coordinator (1), Nurse Supervisor 2 (1)		
# Eligible for Retirement:	9 Protect Serv 9 General - in next 5 yrs	% Eligible (Protective Serv): 8.65% % Eligible (General): 14.06%	

Leave and Benefits

(unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$33,943.84	Sick Leave Payouts: \$8,000.00	Annual Payroll: \$9,628,535.29	Avg. Base Salary: \$55,612.27	Overtime Days Worked: 377.6
Overtime Cost: \$106,362.78	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$681,650.70	Vacation Days Earned: 3,167.6	Vacation Used Expense: \$647,282.84	Vacation Days Taken: 2,955.6	
Sick Leave Days Earned: 2,828.8	Reg. Sick Leave Used Expense: \$301,645.45	Reg. Sick Leave Days Used: 1,512.4	Converted Sick Leave To Vacation Days Used: 194.5	
Sick Leave -Earned Value: \$575,201.72		Avg. Sick Leave Days Per EE: 9.00	Converted Sick Leave To Vacation Used Expense: \$43,858.84	
Injury Leave Used Expense: \$48.24	Injury Leave Days Used: 0.3	Classification Appeals: N/A	Reclassifications Up (Filled): 1 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$9,661.60	Grievances Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A
Funeral Leave Used Expense: \$20,159.52	Funeral Days Used: 103.0	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$2,188.40	Jury Leave Days Used: 8.0	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012